

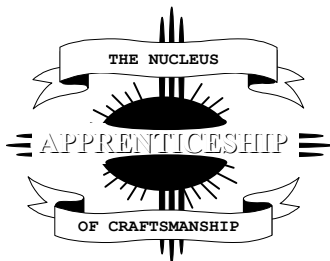


**STANDARDS OF APPRENTICESHIP  
adopted by**

**OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

---

| <u>Skilled Occupational Objective(s):</u> | <u>(sponsor)</u> | <u>DOT</u>  | <u>Term</u> |
|---|------------------|-------------|-------------|
| FIREFIGHTER                               |                  | 373.364-010 | 8000 HOURS  |



**APPROVED BY**  
**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**  
**Apprenticeship Section of Specialty Compliance Services Division**  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

**APPROVAL:**

APRIL 22, 1994

Initial Approval

---

By: REGINALD KAISER  
Chairman of Council

Addendum Amended

---

By: ERNEST L. HUNTLEY, ACTING  
SECRETARY  
Secretary of Council

Committee Amended

---

## **OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following Standards for the development of firefighter apprentices have been prepared by Local #468 International Association of Firefighters and Olympia Fire Department, assisted by the Apprenticeship and Training Division, Department of Labor and Industries. When approved and registered with the Registration Agency, these Standards will govern the training of apprentices in this industry.

1. **GEOGRAPHICAL AREA COVERED:**

The area covered by these Standards shall be the City of Olympia Fire Department.

2. **MINIMUM QUALIFICATIONS:**

Applicants shall meet the following minimum qualifications:

Age: 18 years of age at appointment.

Education: All applicants must have the equivalent of a certificate of graduation from a standard high school.

Physical: (Must meet all the entrance requirements for firefighter as listed in the

Testing: (Civil Service Rules for the City of Olympia Fire Department.

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. The applicant will complete a Civil Service Application.
2. Successfully place on the civil service register and be selected by the Fire Chief for hire. As specified in State Mandated Civil Service Rules.

B. **Affirmative Action Plan:**

1. Participation in annual workshops, if available, designed to familiarize all concerned with the opportunities.
2. Disseminate information, within shops or concerns, concerning equal opportunity policies of the Program Sponsor.
3. Grant Credit for previous trade experience or trade-related courses for all applicants equally.
4. Engage in any other action as described above to ensure that recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex.

4. **TERM OF APPRENTICESHIP:**

The term of apprenticeship shall be 48 months (8000 hours) of employment.

## **OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

5. **PROBATIONARY PERIOD:**

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first twelve (12) months of the term of apprenticeship.

6. **RATIO OF APPRENTICES:**

The ratio shall be one (1) apprentice to three (3) journeymen.

7. **WAGE PROGRESSION:**

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-270(2)(c):

**Position:**

|                       |           |             |
|-----------------------|-----------|-------------|
| Firefighter - Recruit | 6 months  | 70% of base |
| Firefighter - A       | 6 months  | 80% of base |
| Firefighter - B       | 12 months | 85% of base |
| Firefighter - C       | 12 months | 90% of base |
| Firefighter - D       | 12 months | 95% of base |
| Firefighter - E       | Two Step  | 100%        |

**OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

8. WORK PROCESSES:

The training of apprentices shall include the following work experience schedule:

| A. | <u>Firefighter:</u>  | <u>D.O.T. #373.364-010</u>                        | <u>Hours</u> |
|----|--|---|--------------|
| 1. | <u>Recruit Training School; First Two Months</u>             |   | 299          |
|    | a.   | Orientation                                       |              |
|    | b.   | Breathing apparatus                               |              |
|    | c.   | Protective clothing                               |              |
|    | d.   | Safety  |              |
|    | e.   | Tools and appliances                              |              |
|    | f.   | Handling hose                                     |              |
|    | g.   | Directing fire streams                            |              |
|    | h.   | Handling and climbing ladders                     |              |
|    | i.   | Forcible entry                                    |              |
|    | j.   | Standard operating procedures of pumper companies |              |
|    | k.   | Standard operating procedures of ladder companies |              |
|    | l.   | Fire prevention inspection                        |              |
|    | m.   | Search and rescue procedures                      |              |
|    | n.   | First aid-emergency care                          |              |
|    | o.   | Ventilation                                       |              |
|    | p.   | Live-fire experience                              |              |
| 2. | <u>Truck and Elevated Platform Company; Next Nine Months</u> |   | 1171         |
|    | a.   | Standard operating procedures                     |              |
|    | b.   | Ventilation                                       |              |
|    | c.   | Salvage   |              |
|    | d.   | Forcible entry                                    |              |
|    | e.   | Watch duty  |              |
|    | f.   | Response rules                                    |              |
|    | g.   | Equipment and apparatus                           |              |
|    | h.   | Drive and operate                                 |              |
| 3. | <u>Engine and Pumper Company; Next Eighteen Months</u>       |   | 2599         |
|    | a.   | Standard operating procedures                     |              |
|    | b.   | Exposure Protection                               |              |
|    | c.   | Extinguishment                                    |              |
|    | d.   | Watch duty  |              |
|    | e.   | Response rules                                    |              |
|    | f.   | Hose, tools and appliances                        |              |
|    | g.   | Pumping   |              |
|    | h.   | Drive and operate                                 |              |
| 4. | <u>Heavy Duty Rescue Squad; Next Six Months</u>              |   | 891          |
|    | a.   | Standard operating procedures                     |              |

**OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

|    |    |   |      |
|----|----|---|------|
|    | b. | Rescue                                  |      |
|    | c. | Extrication                             |      |
|    | d. | Response rules                          |      |
|    | e. | Advanced emergency care                 |      |
|    | f. | Special equipment                       |      |
|    | g. | Drive and operate                       |      |
| 5. |    | Fire Prevention Bureau; Next Six Months | 891  |
|    | a. | Code enforcement                        |      |
|    | b. | Fire investigation                      |      |
|    | c. | Arson detection (awareness)             |      |
|    | d. | Public education                        |      |
|    | e. | Fire prevention inspection              |      |
| 6. |    | Other Bureaus; Last Month               | 149  |
|    | a. | Apparatus maintenance shop              |      |
|    | b. | Fire alarm office                       |      |
|    | c. | Fire Department Headquarters            |      |
|    | d. | Training                                |      |
|    |    | TOTAL HOURS:                            | 8000 |

ALL THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS  
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED  
IN THESE STANDARDS.

## OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE

### 9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in Subjects related to this trade, as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
  - (X) Supervised field trips
  - (X) Approved training seminars
  - (X) A combination of home study and approved correspondence courses
  - (X) Technical college
  - (X) Community college
  - ( ) Training trust
  - (X) Other (specify) Four Week recruit training course.
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)
- E. The apprentice recruit firefighter, Apprentice Firefighter I, and the apprentice Firefighter II shall attend and successfully complete the scheduled technical and academic courses as provided. (Not less than 144 hours each year of classroom instruction as per the schedule shown under "Curriculum for Related Technical Instruction").

#### Curriculum for Related Technical Instruction:

- a. Fundamentals of Fire Suppression
- b. Arson Detection for Firefighters
- c. Elementary Chemistry for Firefighters
- d. Elementary Physics for Firefighters
- e. Mathematics for the Fire Service
- f. Fundamentals of Fire Protection
- g. Elementary Fire Service Hydraulics
- h. Fundamentals of building construction
- i. Mechanical Drawing
- j. Blueprint reading
- k. Uniform Fire Codes
- l. Uniform Building Codes
- m. Fire Prevention Inspection
- n. Pre-Fire Planning
- o. Fire Behavior Related to Local Hazards and Conditions
- p. Application of Extinguishing Agents including Water
- q. Records and Reports

## **OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

- r. Personnel Rules and Regulations
- s. Bargaining Agreement Including Grievance Procedures
- t. Local Detection and Extinguishing Systems
- u. Aircraft Fire Fighting and Rescue Procedures
- v. First Aid/Emergency Medical Technician--Ambulance
- w. Shipboard Fire Fighting and Rescue

### 10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

#### A. Administrative Procedures:

The Apprenticeship Committee shall recommend to the department, to the union and to the National Committee such minimum standards of training, education and experience for apprentices that it deems necessary. It shall also recommend procedures to the department and to the union designed to improve the operation of the local apprenticeship program. The local committee shall cooperate with the supervision of apprentices in his/her responsibilities toward apprentices.

#### B. Disciplinary Procedures: None

### 11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Apprenticeship Committee shall be composed of equal representation from Local #468, International Association of Firefighters and the Olympia Fire Department, representing their respective organizations selected by the groups they represent.

#### The Employer Representatives Shall Be:

Larry Dibble, Chairman  
(Battalion Chief)  
100 Eastside Street NE  
Olympia, WA 98506

#### The Employee Representatives Shall Be:

Mike Newberry, Secretary  
100 Eastside Street NE  
Olympia, WA 98506

### 12. SUBCOMMITTEE: (None)

### 13. TRAINING DIRECTOR/COORDINATOR:

**OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

Larry Dibble  
100 Eastside Street NE  
Olympia, WA 98506